



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

April 28, 2006

To: Each Supervisor

From: Michael J. Henry
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of April 27, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, we have taken disciplinary actions against 445 employees at KDMC. Of this number, 228 actions have resulted in discharges or resignations. A total of 55 disciplinary actions have been taken against physicians and 39 physicians have been discharged or resigned.

Since our last report, we have closed five (5) cases and have opened no additional cases. As a result, our open caseload is currently 64 (detailed summary information is contained in Attachments I and II).

RECRUITMENTS

Two employees were promoted in the Medical/Surgical Unit this week (a Staff Nurse was promoted to Supervising Staff Nurse I and an Interim Permittee was promoted to Staff Nurse). Four new hires are also scheduled to start on May 1, 2006; (one Nurse Manager in the ICU, one Staff Nurse in Psychiatry, one Relief Nurse in the NICU and one LVN I in the Medical/Surgical Unit).

If you have any questions, please call me.

MJH:STS
SBH:amb

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
Sachi Hamai
John R. Cochran III
Antionette Smith Epps

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**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 04/27/06

Dated: 4/27/2006

Closed Cases -	817
Open Cases -	64
Referred Cases -	11
Grand Total =	892

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	10	3	30	0	29	72
Discharges of Probationers	0	6	7	1	9	23
Suspensions (6 - 30 Days)	4	11	47	4	36	102
Suspensions (1 - 5 Days)	10	7	22	1	16	56
Reprimands	7	2	23	2	14	48
Warnings	1	1	1	3	5	11
Resignations in Lieu of Administrative Action	19	9	31	6	11	76
Release of Temporary Employee	14	1	33	0	8	56
Medical Release	0	0	0	0	1	1
Subtotal	65	40	194	17	129	445

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary⁴ Corrective Actions	23	9	39	43	29	143
Total Actions Taken	88	49	233	60	158	588

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners.

² Includes: Surgical Technicians; Medical Technologists; etc.

³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 04/27/06

Dated: 4/27/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal discipline:</u>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	7	3	0	10
Reprimands	5	2	0	7
Warnings	1	0	0	1
Resignations in Lieu of Administrative Action	17	1	1	19
Release of Temporary Employee	14	0	0	14
Medical Release	0	0	0	0
Subtotal	55	9	1	65

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	21	1	1	23
Total Actions Taken	76	10	2	88